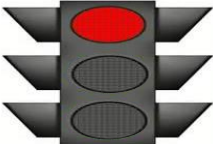
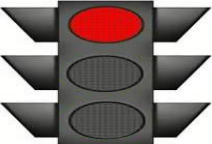


High Sick Leave Consumption Economic Development

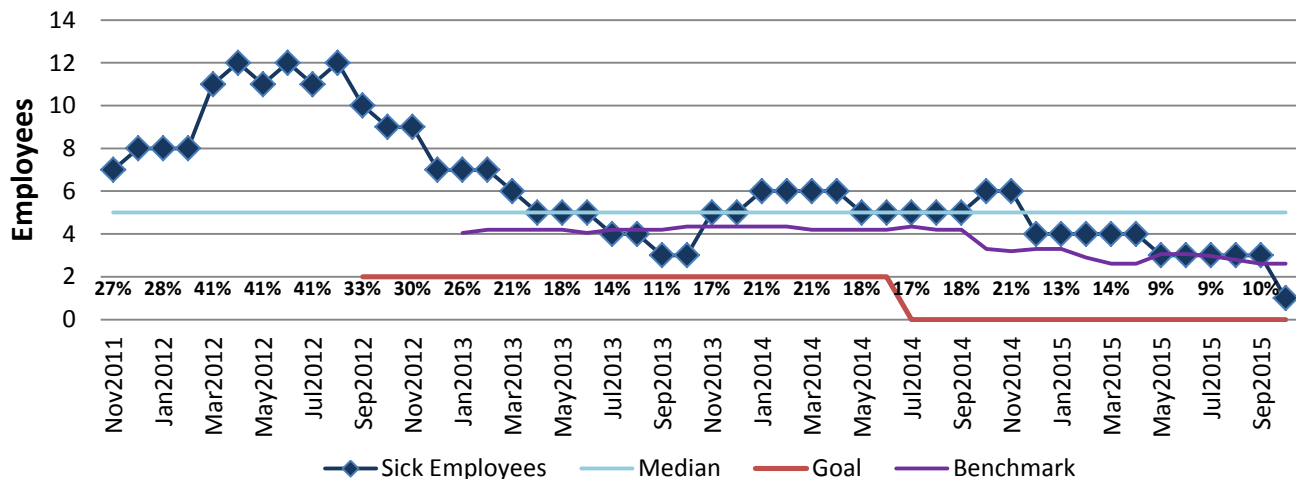


KPI Owner: Rebecca Fleischaker

Process: Time & Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY13, 50 employees Goal: September 12 - July 14: no more than 2 employees. Updated August 14: 0 employees Benchmark: 11% LMG Top Quartile Oct2014		Data Source: Payable Time Peoplesoft Goal Source: Enterprise KPI for productivity Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick ¹ days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Monitor to ensure that level of high sick leave consumption is maintained		
How Are We Doing?					
Nov2014-Oct2015 12 Month Avg Goal	Nov2014-Oct2015 12 Month Average		Oct2015 Goal	Oct2015 Actual	
0	4		0	1	
Employees	Employees		Employees	Employees	

High Sick Leave Consumption



The seven basic quality tools, "5 Whys" technique, brainstorming and other methods will be applied to the measure graphed above. The purpose of using the tools/methods is to understand what makes performance less than desirable if performance is not best in class.